

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

METHOD OF PROFILING TALENT IN A MULTIMEDIA FORMAT

the specification of which (check one)

X is attached hereto.

_____ was filed on _____
under Attorney's Docket Number _____
as Application Serial No. _____
and was amended on _____ (if applicable).

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to the examination of this application in accordance with Title 37, Code of Federal Regulations Section 1.56(a).

I hereby claim foreign priority benefits under Title 35, United States Code 119 of any foreign application(s) for patent or inventor's certificate listed below and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

Prior Foreign Application(s)

Priority Claimed

(Number) (Filing Date) (Country) Yes No

I hereby claim the benefit under Title 35, United States Code, Section 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of Title 35, United States Code, Section 112, I acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, Section 1.56(a) which

Express Mail Label No. EL 740159655 US

occurred between the filing date of the prior application and the national or PCT international filing date of this application:

_____ (Appln. Serial Number)	_____ (Filing Date)	_____ (Status)
---------------------------------	------------------------	-------------------

I hereby claim the benefit under 35 Section 119(e) of any United States provisional applications listed below:

_____ (Appln. Serial Number)	_____ (Filing Date)	_____ (Status)
---------------------------------	------------------------	-------------------

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorneys and/or agents to prosecute this application and transact all business in the Patent and Trademark Office connected therewith:

J. Rodman Steele, Jr., Reg. No. 25,931
Gregory A. Nelson Reg., No. 30,577
Joseph W. Bain, Reg. No. 34,290
Robert J. Sacco, Reg. No. 35,667
Stanley A. Kim, Reg. No. 42,730
Mark D. Passler, Reg. No. 40,764
Steven M. Greenberg, Reg. No. 44,725
Neil R. Jetter, Reg. No. 46,803
Larry G. Brown, Reg. No. 45,834
Kevin T. Cuenot, Reg. No. 46,283
Pablo Meles, Reg. No. 33,739
Raynarldo Whitty, Reg. No. 47,176
Barbara S. Kitchell, Reg. No. 33,928

Send correspondence to Joseph W. Bain, Akerman, Senterfitt and Eidson, P.A., 222 Lakeview Avenue, Fourth Floor, P.O. Box 3188, West Palm Beach, Florida 33402-3188 and direct all telephone calls to Joseph W. Bain at (561) 653-5000.

FULL NAME OF INVENTOR: Jerome Duran

INVENTOR'S SIGNATURE: _____ DATE: _____

RESIDENCE:

CITIZENSHIP: U.S.

POST OFFICE ADDRESS: 138 Baxter Street, Apt. 5E, New York, New York 10013

FULL NAME OF INVENTOR: Jose A. Duran

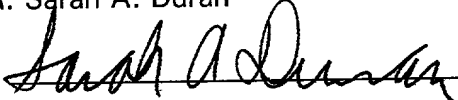
INVENTOR'S SIGNATURE:  DATE: 11/12/01

RESIDENCE:

CITIZENSHIP: U.S.

POST OFFICE ADDRESS: 480 Executive Center Drive, Apt. 317, Key Biscayne, Florida 33149

FULL NAME OF INVENTOR: Sarah A. Duran

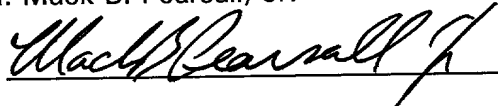
INVENTOR'S SIGNATURE:  DATE: 11-05-01

RESIDENCE:

CITIZENSHIP: U.S.

POST OFFICE ADDRESS: 445 Grand Bay Drive, Apt. 317, Key Biscayne, Florida 33149

FULL NAME OF INVENTOR: Mack B. Pearsall, Jr.

INVENTOR'S SIGNATURE:  DATE: 11-05-01

RESIDENCE:

CITIZENSHIP: U.S.

POST OFFICE ADDRESS: 445 Grand Bay Drive, apt. 317, Key Biscayne, Florida 33149

TOCIT 249650

Docket No. 6974-4

FULL NAME OF INVENTOR: Jerome Duran

INVENTOR'S SIGNATURE: Jerome Duran

DATE: 11/05/01

RESIDENCE:

CITIZENSHIP: U.S.

POST OFFICE ADDRESS: 138 Baxter Street, Apt. 5E, New York, New York 10013

10/21/2001 2:34:56 PM